

Explaining our course structure



Course title	How many participants?	Course duration
Pre-module introduction for leaders What do restorative approaches offer my school/organisation etc?	The senior team, including the Headteacher or Director of Service	Twilight session or half-day by agreement
Pre-module introduction for educators or care staff or youth justice professionals etc What do restorative approaches offer me and those I work with?	Any number; we prefer a circle format for smaller numbers or cabaret style for large groups – both options encourage dialogue between participants.	1 day
Module 1 (RA1) a) Core concepts; essential restorative principles, 5 key themes b) Introduction to working in Circles	Groups of between 6–8 with 1 trainer Groups of up to 16 with 2 trainers	1 day
Module 2 (RA2) a) Restorative Conversations and one-to-one Restorative Enquiry b) Your Turn, My Turn – using key principles for interpersonal conflict resolution and addressing challenging behaviours	This allows for in-depth coaching and feedback to all participants from trainers	1 day
Module 3 (RA3) Face-to-face mediation /mini conferencing	As above	2 days
Module 4 (RA4) Restorative conferencing	As above	2 days
Module 5 (RA5) Implementation and sustainability <small>Modules 1–5 can be delivered all together in a 5-day course. Without the need for refreshing memories and re-building trust and safety as we do on separate courses, we can cover much more in a shorter time.</small>	By arrangement	1 day with on-going support over several years if need be.
Training of Trainers (RA T4T)	Groups of between 8–10 with 1 or 2 trainers	5 days plus opportunities for apprenticeship, followed by observation when training solo

Any of these courses can be tailored for a specific environment: Nursery, infant, primary, secondary and special schools and Pupil Referral Units; Residential child care; fosters carers; Secure unit setting; Youth Justice settings; Local authority play work and youth work

How our courses relate to Restorative Justice Council (RJC) course requirements*

RJC course	RJC requirement	Transforming Conflict offers:
Workshop/Seminar for Managers and Supervisors of Restorative Practice	This workshop is not aimed at practitioners, but at Manager and Supervisors, enabling them to support quality restorative practice by their staff.	We offer a short session so leadership teams can understand their role and what adopting a restorative approach in their environment would entail. We believe that managers do need to be practitioners, in the sense that they will be modelling restorative skills and principles as part of their leadership role.
Awareness Seminar	This is suitable to inform people about restorative practice, but does not equip course participants with the skills to practice.	An introductory session focussed on the needs of the participants – covering essential restorative ethos and principles; reviewing current practice and identifying what restorative approaches can offer those present
Introductory Workshop/ Training:	This provides participants with background knowledge, and the skills to use informal restorative practice in their day to day work.	The first and second modules of our course, focussing on what all staff need to manage conflict, challenging behaviours and day today disagreements in their working environment
Facilitator Training:	This provides participants with the knowledge and practical skills to run a formal restorative process. Participants in this training will be introduced to, and given the opportunity to practice, the full range of skills outlined in the core 2010 National Occupational Standards in restorative practice.	The third and fourth modules of our course – becoming familiar with a framework based on five key themes that enables practitioners to facilitate meetings between any number of people, from 2 to 20 or more.
No RJC equivalent as yet		The fifth module of our course which focuses on implementation and sustainability and is for senior and middle managers who have completed the previous 4 modules
Training of Trainers	This course is for people who will go on to train others in restorative practice. As a minimum requirement, this training should be for people who themselves already have experience as restorative practitioners	The course equips trainee trainers with the skills and understanding they need to facilitate all of the above 5 modules. Our preference is for experienced practitioners who are at least working towards Accredited Practitioner status with the RJC

* For more information download the RJC Trainers' Code of Practice from www.restorativejustice.org.uk.